

FACT SHEET - #11

SUBJECT: Extra Training - Solve the Problem, Save the Soldier

1. **PURPOSE.** To provide information on utilization of extra or corrective training to correct performance deficiencies.

2. **FACTS.**

a. Selecting the best method to correct performance deficiencies is a fundamental leadership challenge. A commander's choices range from on-the-spot corrections to UCMJ action. One effective but often under-utilized choice is extra or corrective training. Extra training may enable a commander to correct a performance deficiency without risking adverse impact on the soldier's career potential.

b. Imagination and reasonableness are the keys to effective utilization of corrective training. Extra training must comply with the provisions of AR 600-20 (7/15/99), para 4-6, and must directly relate to the deficiency. Unrelated extra training is considered an invalid form of punishment. Extra training can be used to correct any performance deficiency.

c. Requiring the preparation and presentation of a class on the subject of the performance deficiency is a valid form of corrective training. It should also have the secondary benefit of educating other soldiers in the unit of what is expected of them.

d. The most important person in ensuring that extra training achieves its objective is the first line supervisor. The supervisor is responsible for ensuring that the extra training is properly planned and executed. More importantly, because the extra training may continue until the deficiency is corrected, it is the supervisor who determines when the extra training has achieved its purpose.

3. POC is the Administrative Law Division at 4-7414/4668.

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